

Diversity, Equity, and Inclusion in the North American Carbon Program (NACP)



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BRIEFING ROOM

Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

JANUARY 20, 2021 • PRESIDENTIAL ACTIONS

...It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.

...Because advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies (agencies) must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity

...[we] must assess whether, and to what extent, its programs and policies perpetuate systemic barriers to opportunities and benefits for people of color and other underserved groups.



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The term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of “equity.” ...

...lack of data has cascading effects and impedes efforts to measure and advance equity.



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This Executive Order establishes/directs (a selection):

- Domestic Policy Council (DPC) will *coordinate efforts to embed equity principles, policies, and approaches across the Federal Government*
- The Director of the Office of Management and Budget (OMB) shall, in partnership with the heads of agencies, *study methods for assessing whether agency policies and actions create or exacerbate barriers to full and equal participation by all eligible individuals.*
- The Director of OMB shall, in coordination with the heads of agencies, study strategies, consistent with applicable law, for *allocating Federal resources in a manner that increases investment in underserved communities*, as well as individuals from those communities.
- ...*Agencies shall consult with members of communities that have been historically underrepresented in the Federal Government and underserved by, or subject to discrimination in, Federal policies and programs. The head of each agency shall evaluate opportunities, consistent with applicable law, to increase coordination, communication, and engagement with community-based organizations and civil rights organizations.*
- Establish an Interagency Working Group on *Equitable Data* (Data Working Group).

Confronting systemic racism and inequity in science

Research documenting harm to science and scientists

Actions to increase visibility and promote equity for and by Black, Indigenous, and People of Color (BIPOC) and women scientists, for example:

- 500 Women Scientists
- Earth Science Women's Network
- #BlackinGeoscience
- AdvanceGeo (NSF)
- URGE

Revisions to American Geophysical Union Scientific Code of Conduct (2017)

- Affirmation of the international principle that the free, open, and responsible practice of science is fundamental to scientific advancement and human and environmental well-being
- Definition of scientific misconduct to include code-of-conduct towards others
- Definitions of discrimination, harassment (including sexual harassment) and bullying

NACP Science Community Stands United Against Racism and Injustice

June 2020 commitment to:

- **Better support** NACP members of underrepresented or marginalized groups
- **Expand efforts** to recruit, engage, champion and encourage NACP members with diverse backgrounds
- **Stand against** harassment and discrimination
- **Openly discuss and actively intervene** in these matters during direct and indirect interactions with our students, colleagues, funders, program administrators, partners and stakeholders
- **Promote scientists whose voices** have not always been heard or championed
- **Build active and diverse networks** that can work together to find solutions to today's environmental and social justice problems

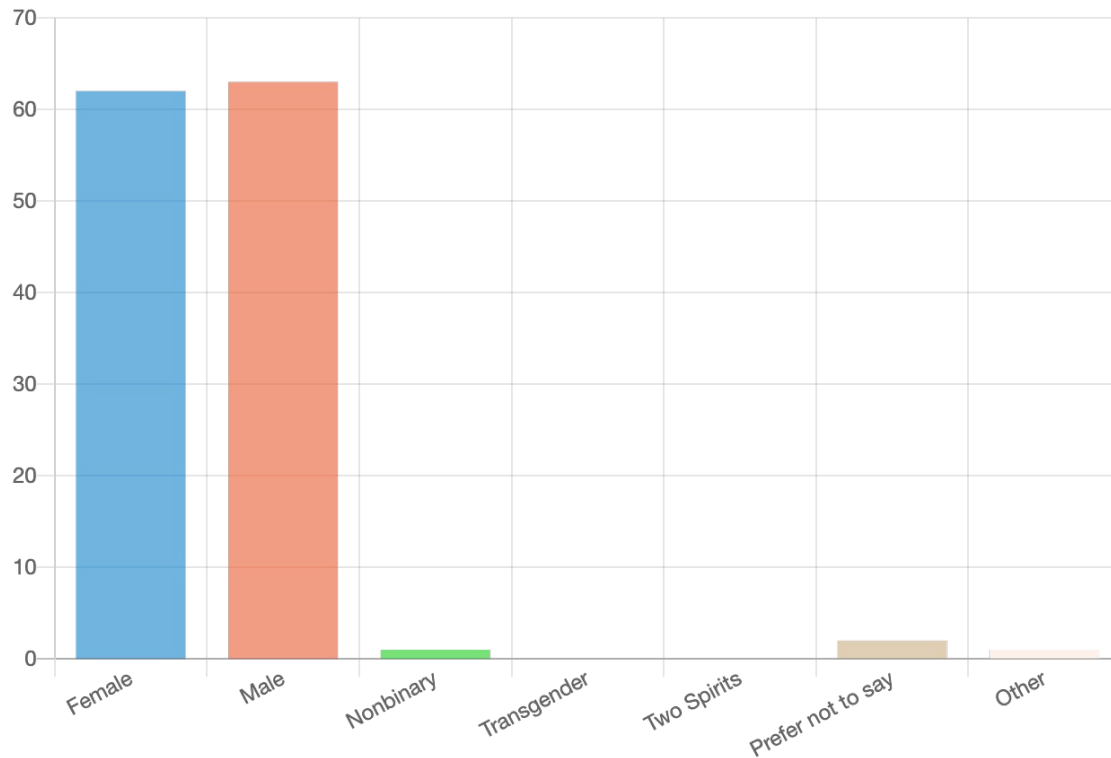
Who is the NACP Community?

2800+ participants on mailing list

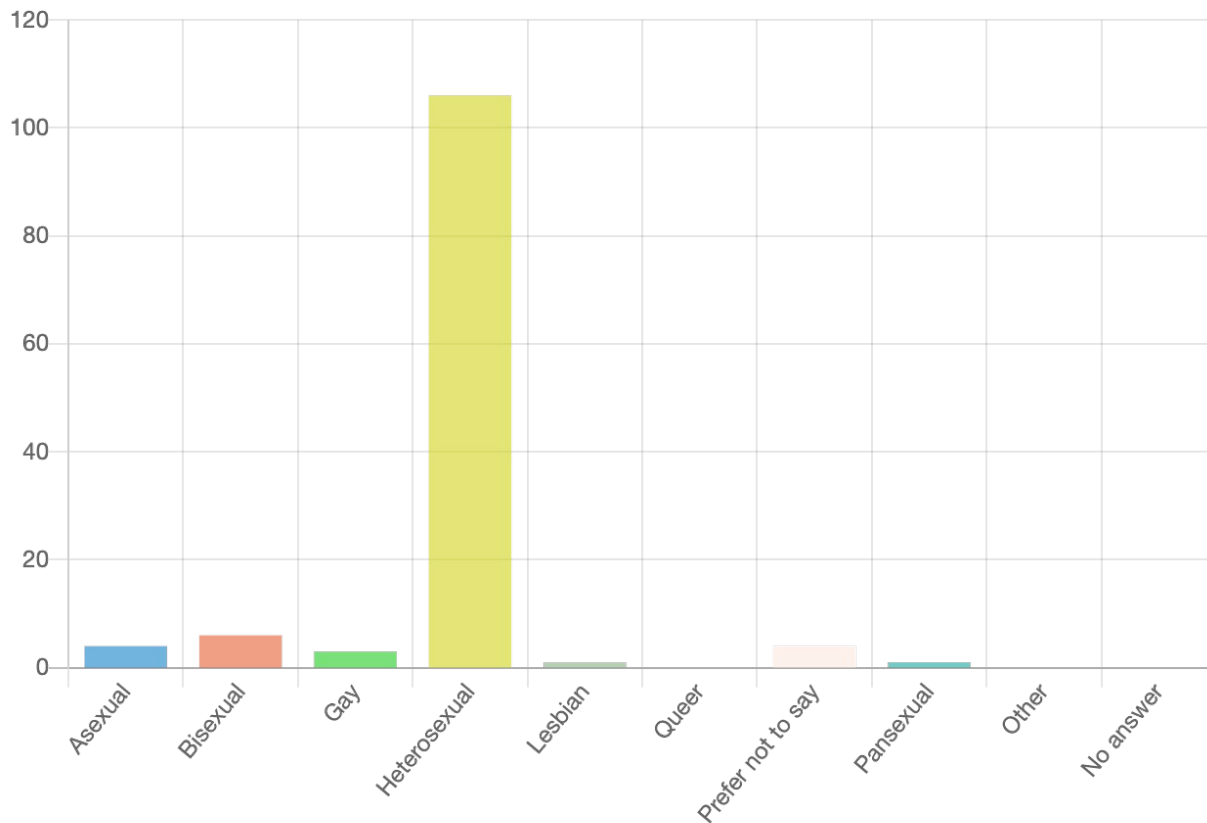
Diversity Assessment Survey:

- Initiated February 2021
- Advertised through NACP Newsletter, reminders to distribution list, reminders to meeting participants
- Closed March 2, 2021
- 128 full responses

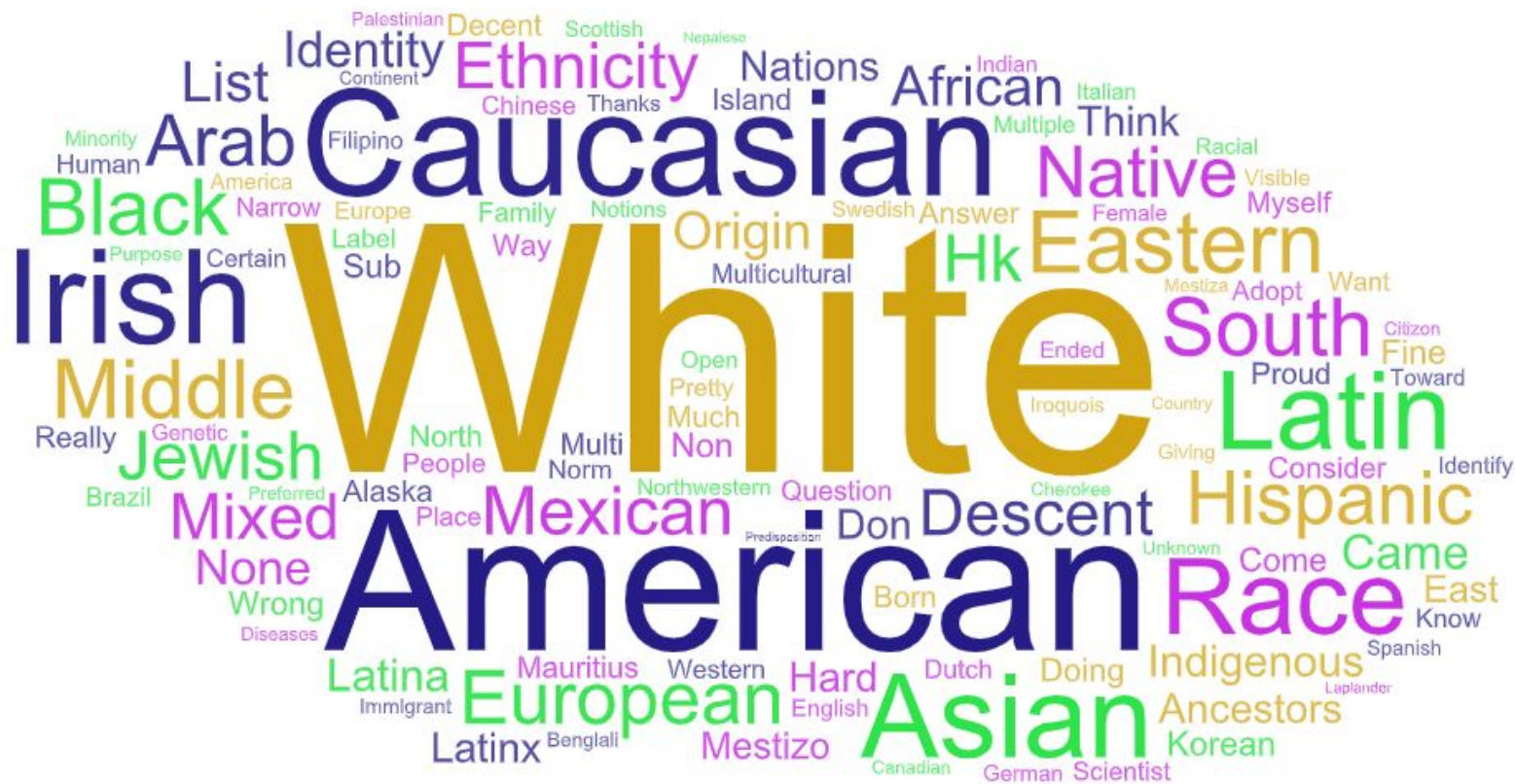
What is your gender?



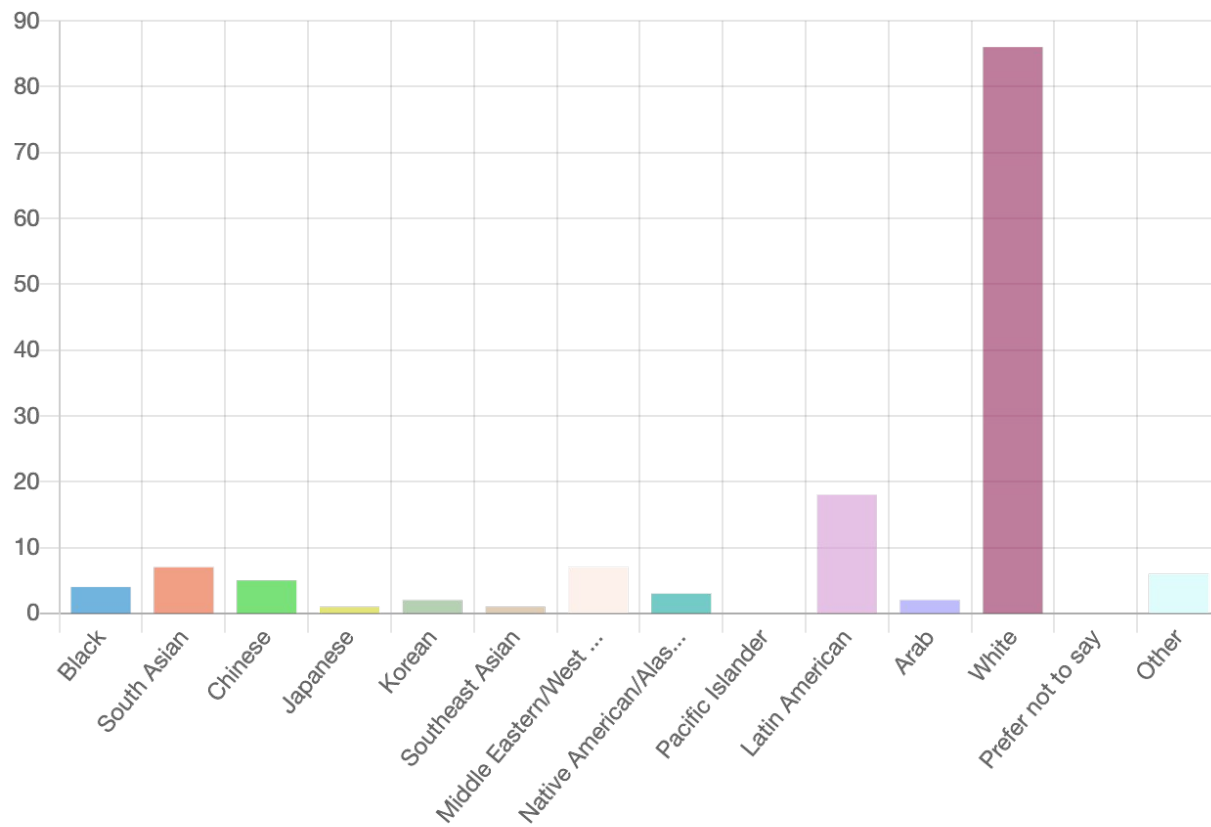
What is your sexuality?



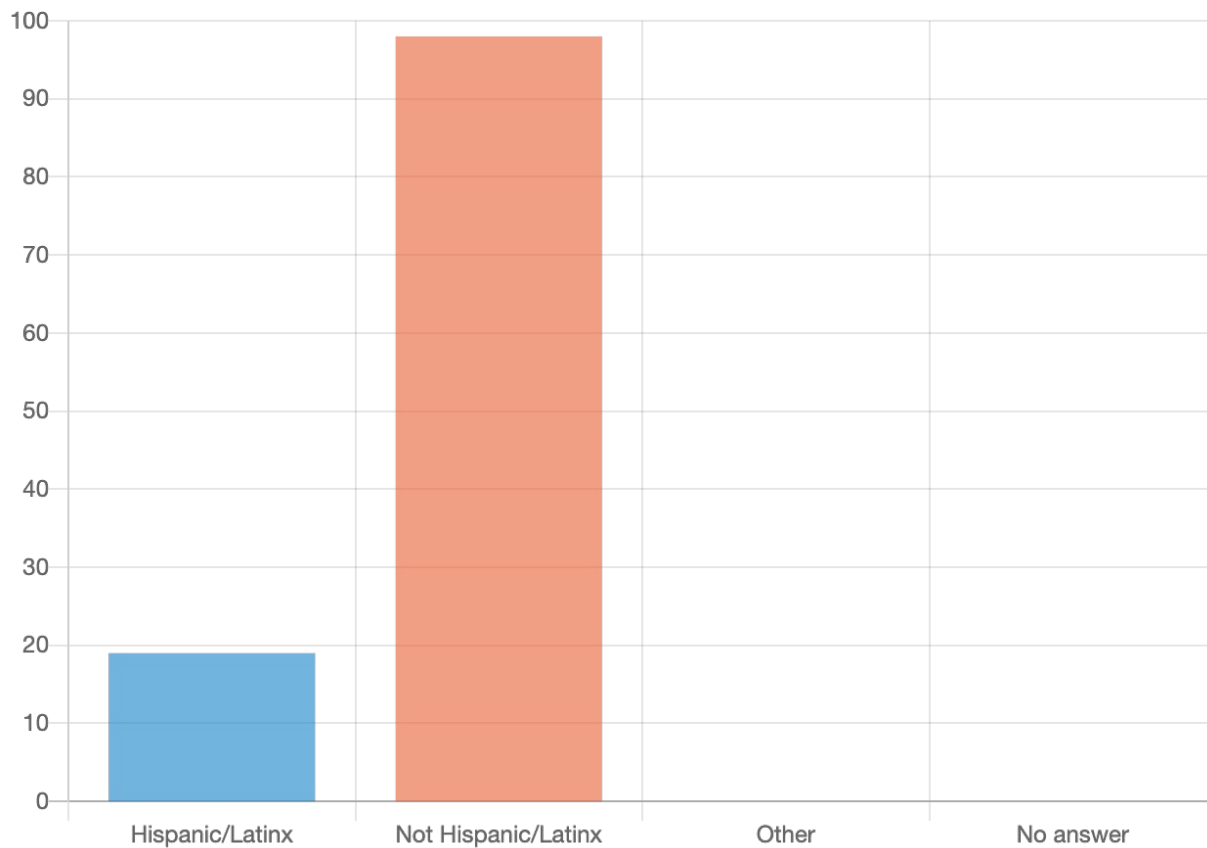
Free text: How do you describe your race?



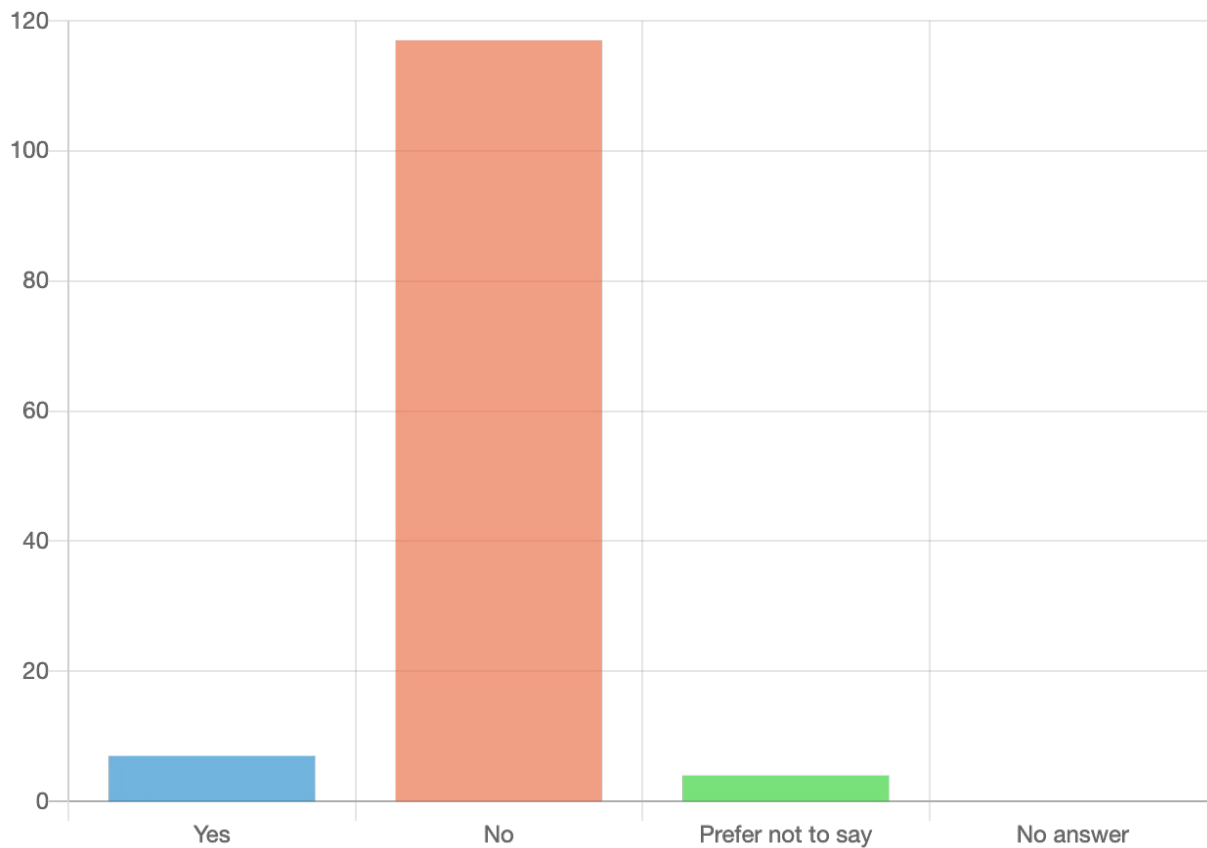
Which of the following best represents your race?



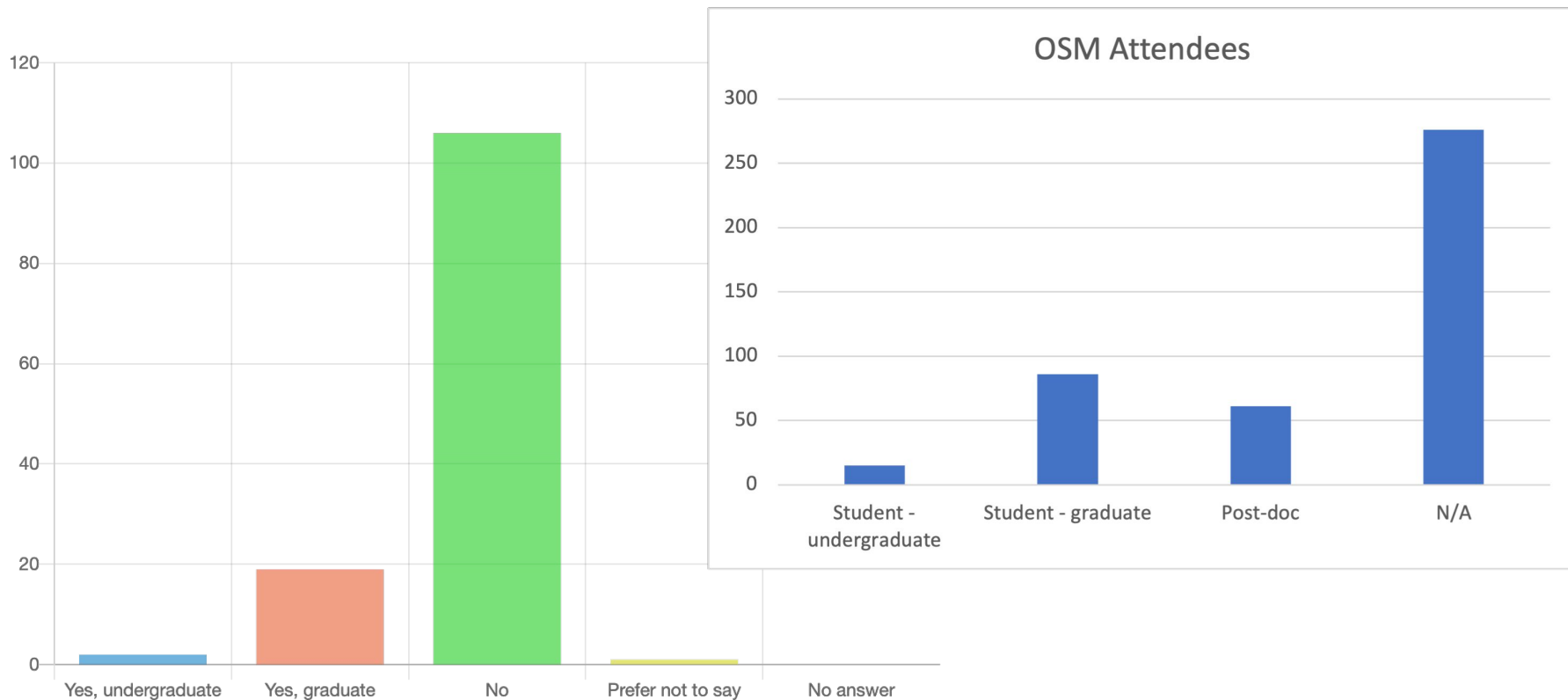
What is your ethnicity?



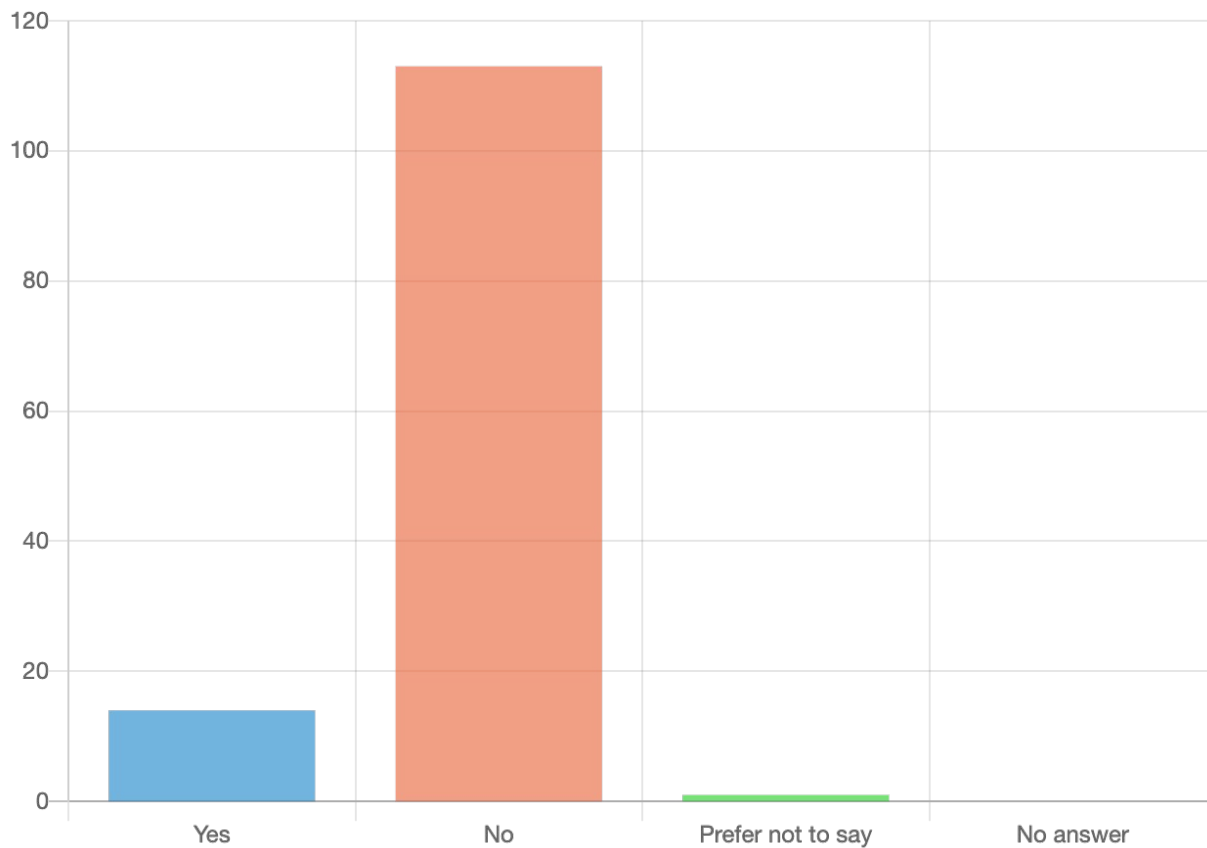
Are you a person living with a disability?



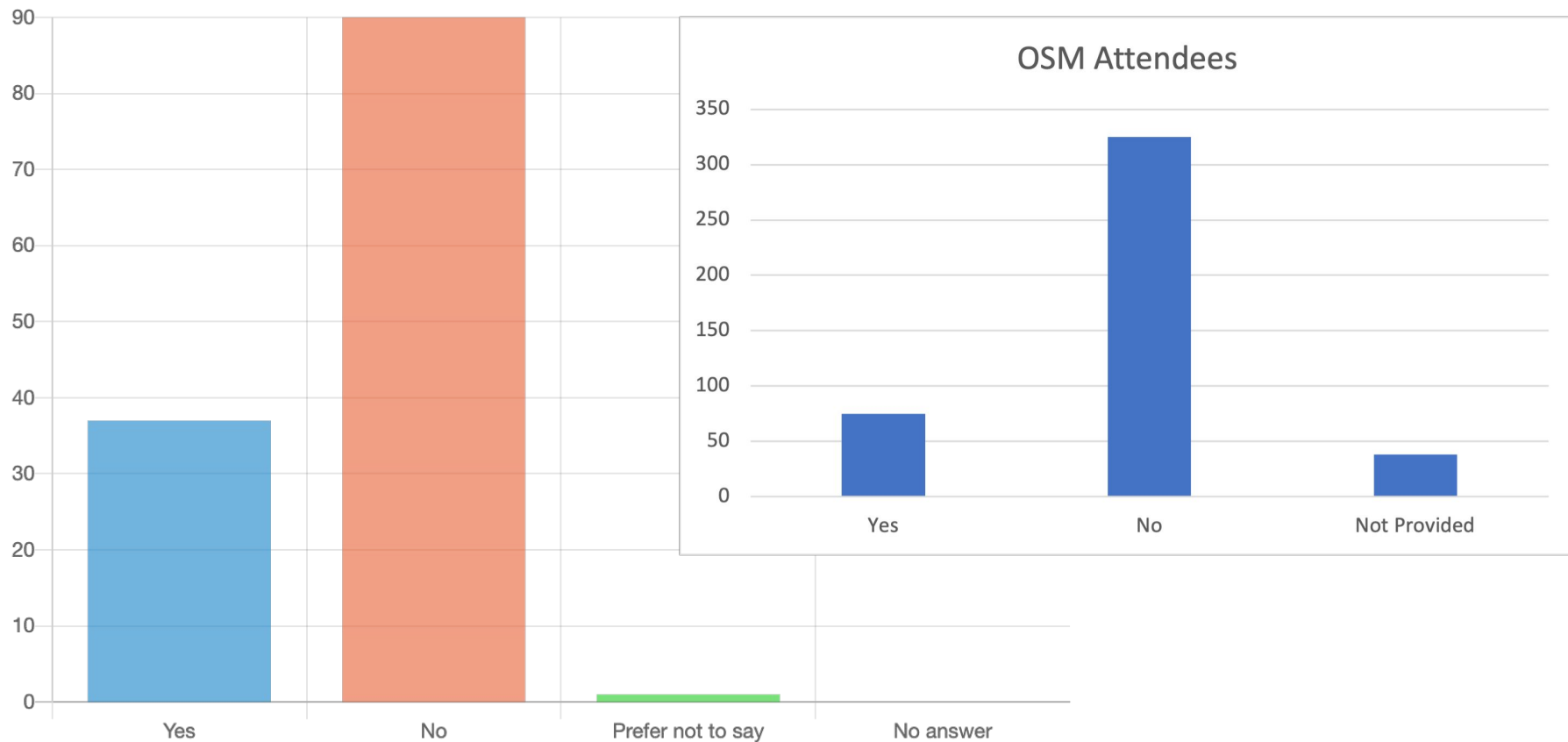
Are you currently a student?



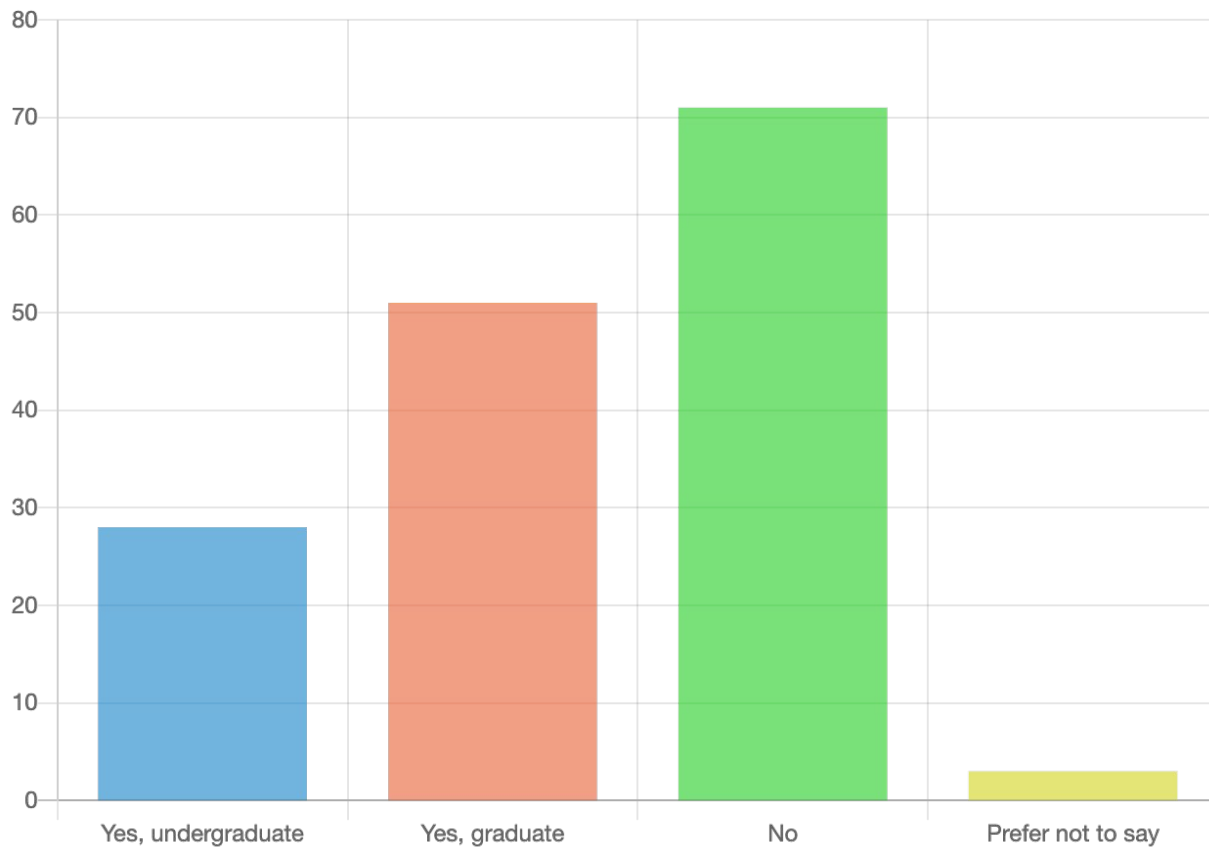
Are you currently in a post-doctoral position?



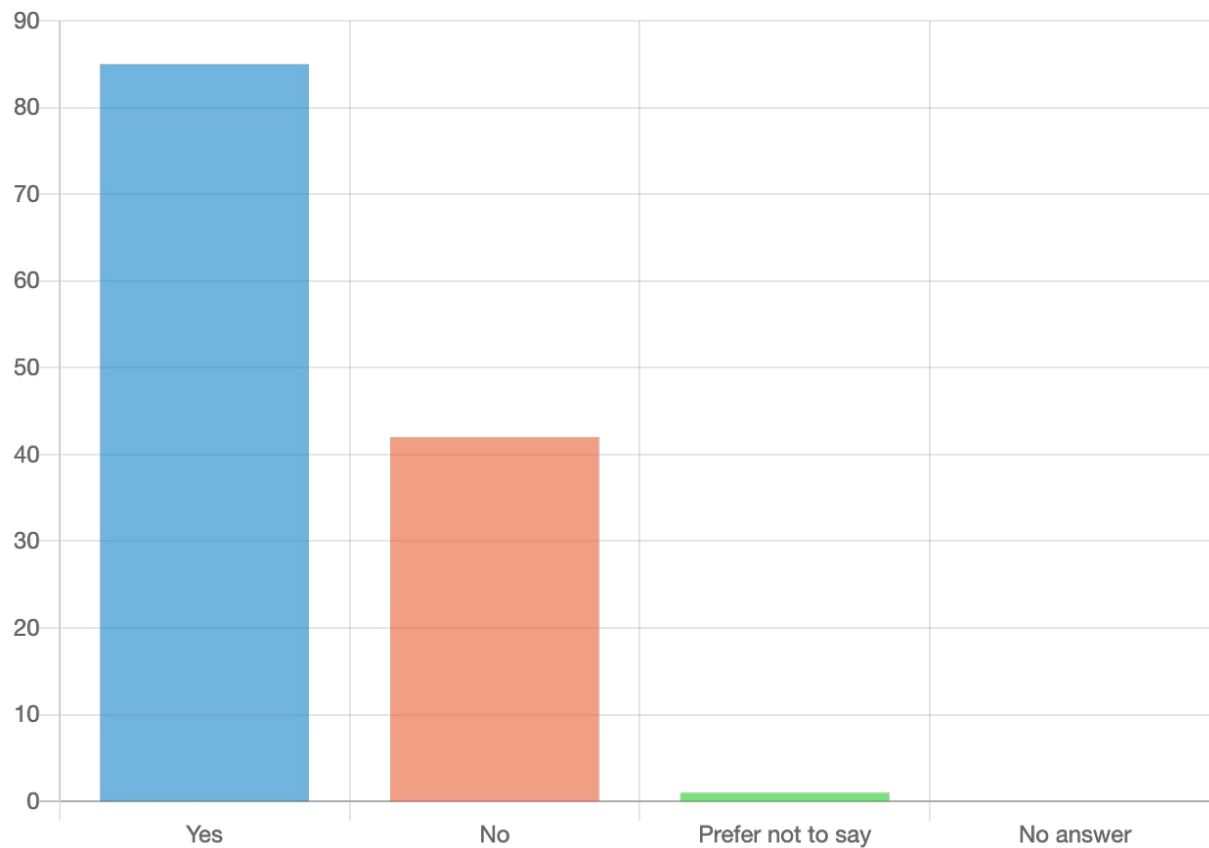
Are you in the early stage of your career (≤ 5 years terminal degree)?



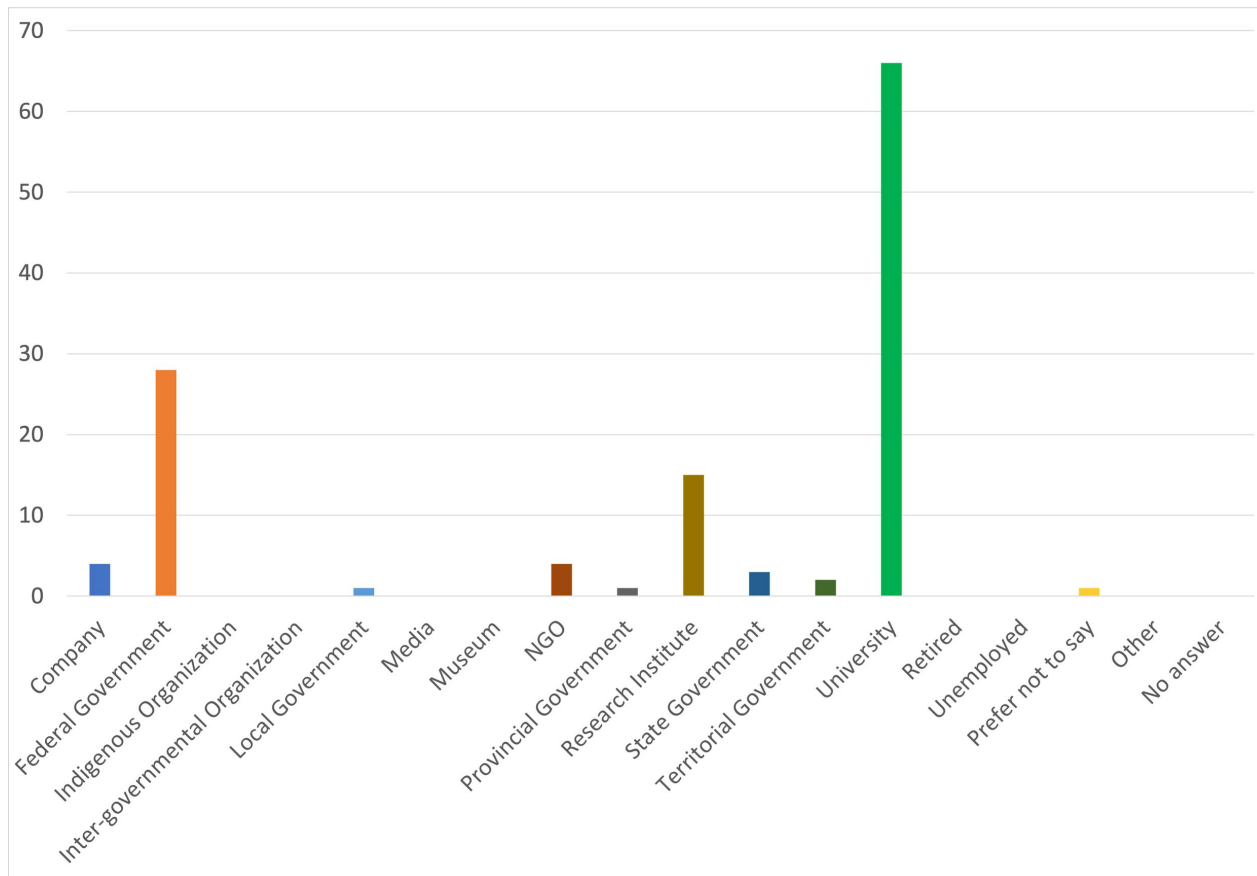
Are/were you a first-generation college or graduate student?



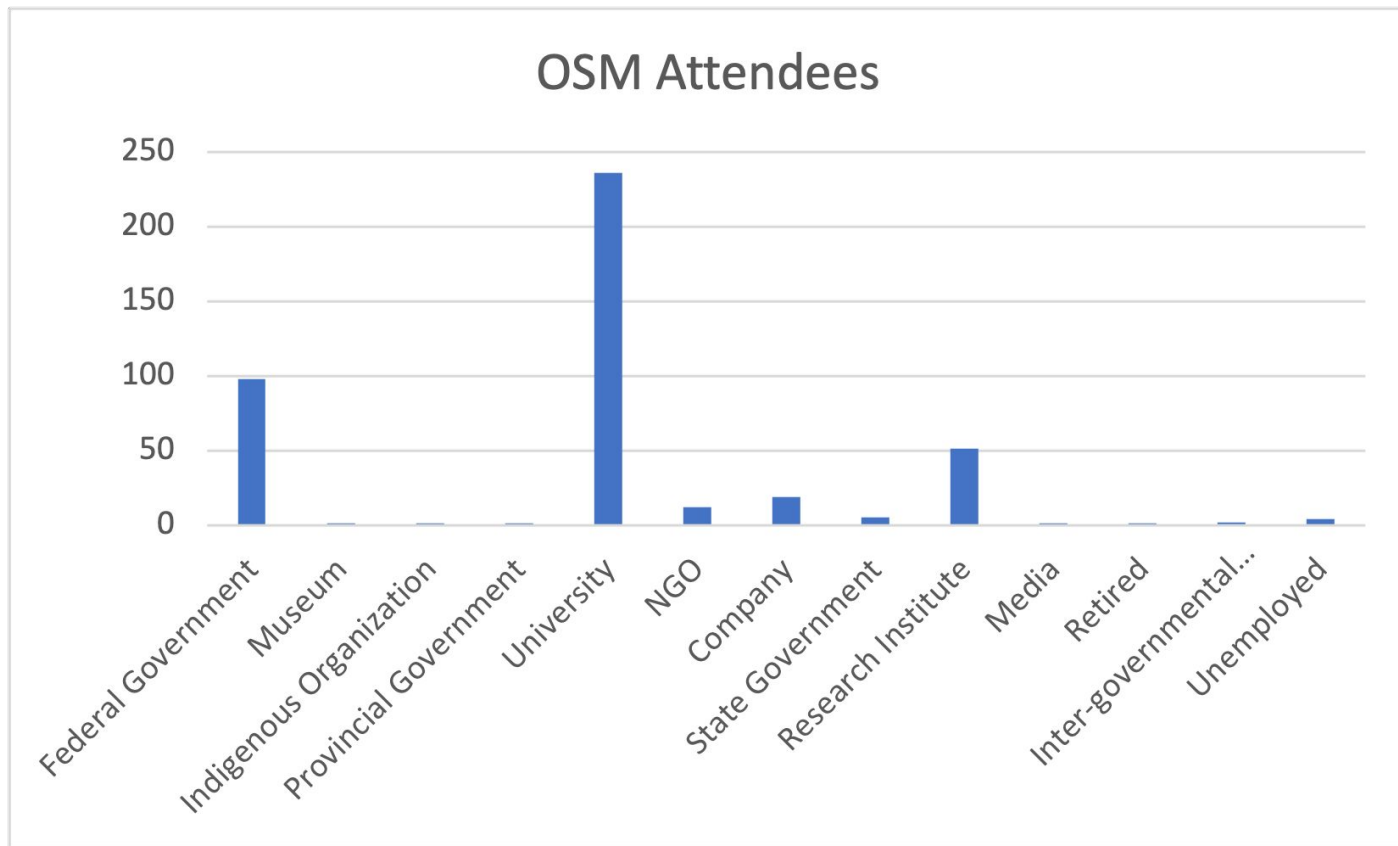
Is English your first language?



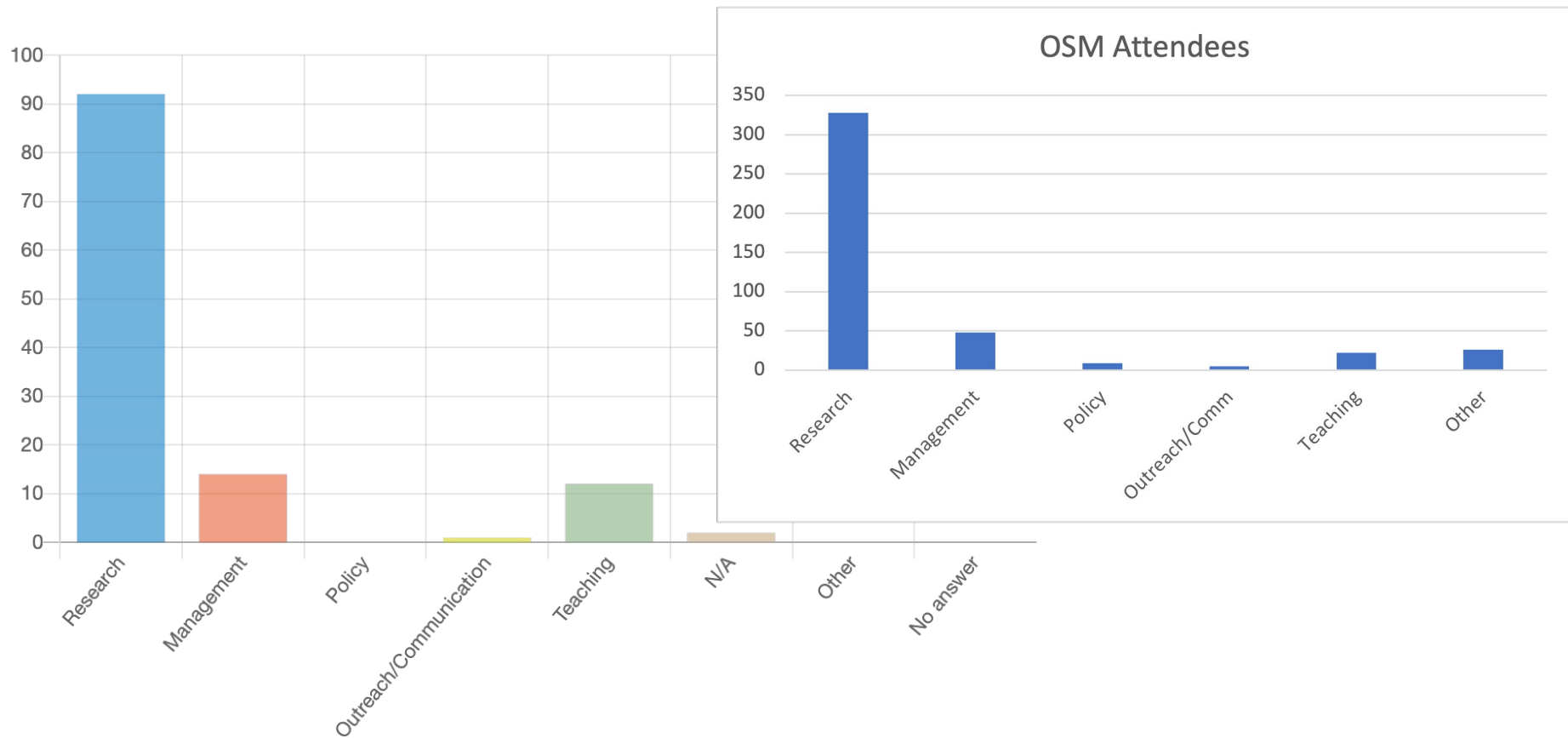
What kind of institution do you work for?



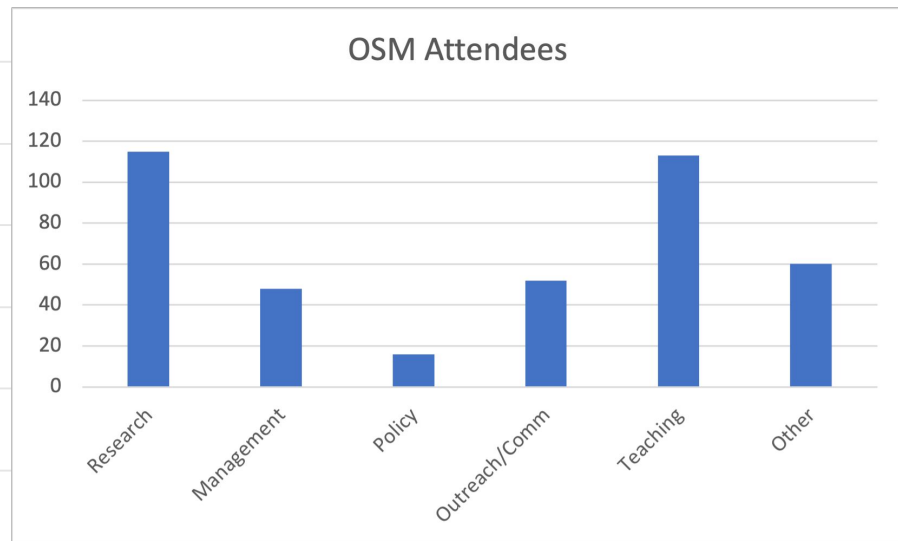
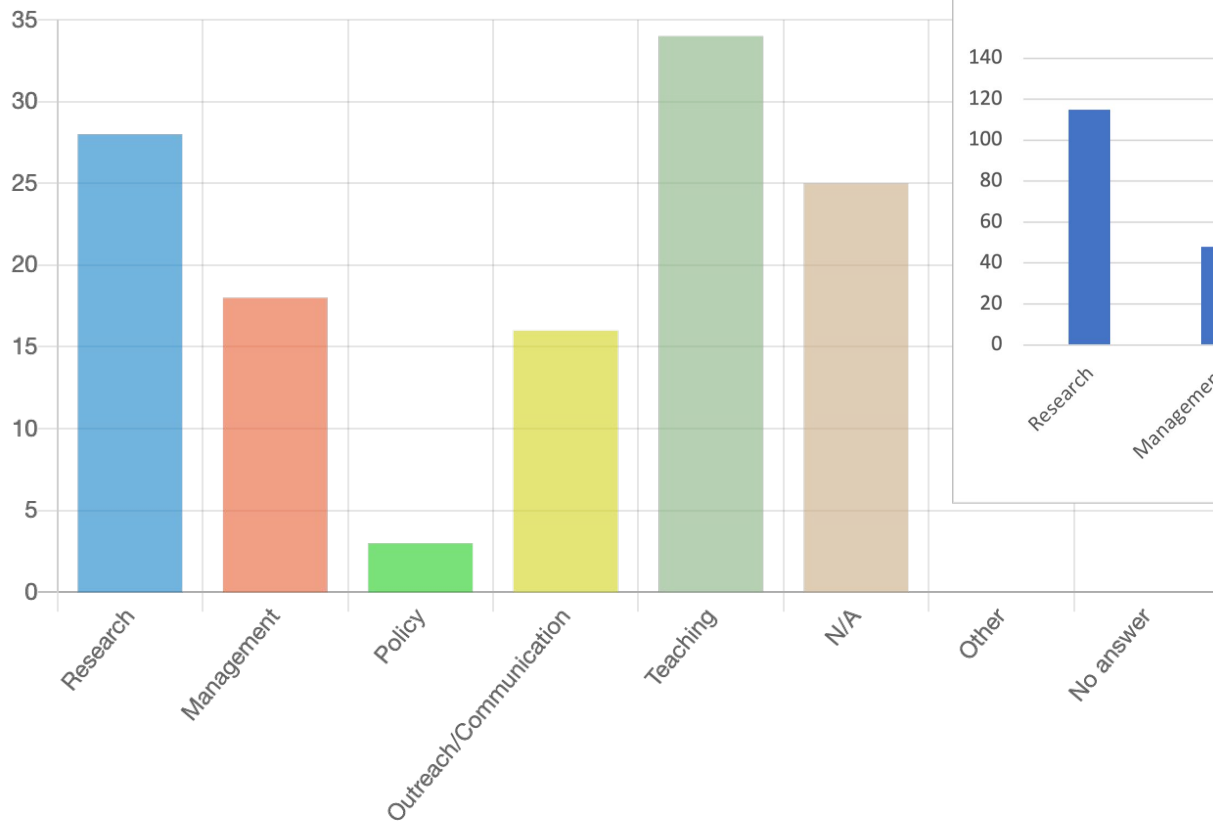
What kind of institution do you work for?



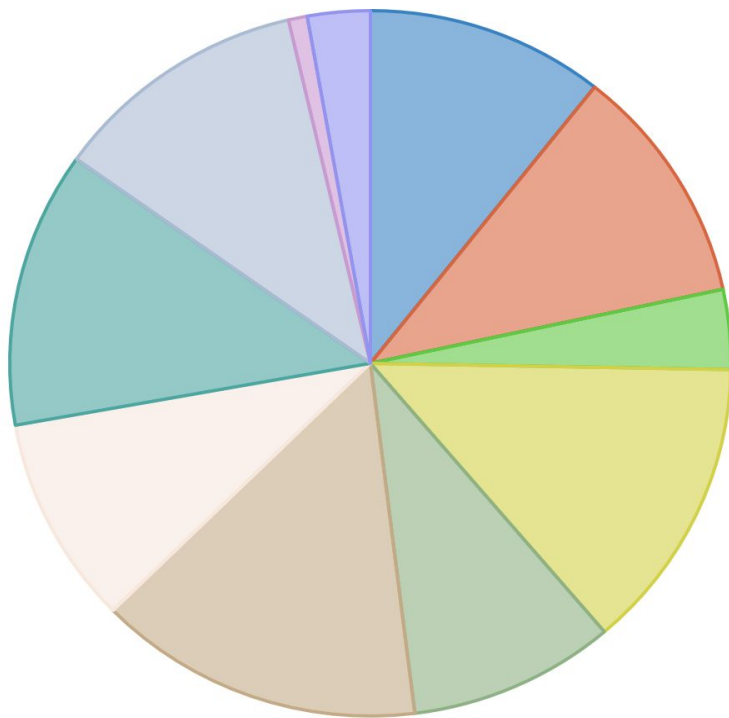
What is your primary job function?



What is your secondary job function?



Biggest challenges



- Applying to graduate school/finding an advisor
- Student funding/scholarships
- Preparing for conferences
- Networking
- Mentorship and letters of recommendation
- Initiating and sustaining scientific collaborations
- Self-advocacy
- Sense of belonging in the carbon cycle community
- Diversity, Equity, Inclusion, and Justice solutions for advancing carbon cycle sciences equitably - bystander interventions, bias-recognition, allyship and other helpful tips
- None/NA
- Other

Next Steps

- An in-depth report on the results of this survey
 - Anyone welcome to help -- contact Libby at libby.larson@nasa.gov
 - Will be distributed to the NACP Community
 - Survey data remains anonymous
- Ensure the NACP Science Leadership Group (SLG) is representative of the community across a range of categories: nation, career stage, institution type, gender, race, and ethnicity etc.
 - Opportunity for self-nomination
 - SLG meetings open to all
- Develop activities to support all members in community engagement and career development
 - Mentoring
 - Networking opportunities
 - Trainings/webinars
 - JEDI Resources
 - Suggestions from the survey responses
- Need to incorporate missing data in future surveys
(e.g. age group, first generation immigration)
- Other applicable ideas and suggestions for the community?